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DIVISION OF WORKFORCE DEVELOPMENT
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The Final Rule clarifies what contractors must do to satisfy their job listing requirements set forth in the VEVRAA statute. OFCCP revised the VEVRAA regulations to update and strengthen contractors' affirmative action and nondiscrimination responsibilities.

It also requires the contractor **and agents acting on their behalf** provide additional identifying information to the appropriate employment service delivery system (ESDS), in Tennessee known as: <https://www.jobs4tn.gov>, when listing its job openings. Specifically, the Final Rule clarifies that when listing their job openings, contractors must provide job listing information in a manner and format permitted by the appropriate State or local job service, so that it can access and use the information to make the job listings available to job seekers. This means, for example, that if the State requires electronic transmission through a Web-based form, the contractor must provide its job listings in this way. In addition, a contractor must indicate on its job listings that it is a federal contractor – for example by noting “Federal Contractor” on its listing – and its desire for priority referrals of protected veterans for its openings. The contractor must also provide the contact information for the contractor official responsible for hiring at each hiring location who can verify the information in the job listing. This official may be a chief hiring official, an HR contact, a senior management contact, or any other appropriate official. You can view the Final Rule on the OFCCP Web site at www.dol.gov/ofccp/VEVRAARule.

Instructions:

Prior to the new rule, Federal Contractors were in compliance by sending correspondence to the State via E-MAIL or Regular Mail. This type of notification will no longer be sufficient for contractors to remain in compliance with new OFCCP regulations in Tennessee.

Per the Final Rule, as stated above, Federal Contractors are now required to submit job listings via Tennessee's Labor Exchange System (<https://www.jobs4tn.gov>). This will require that the contractor register on the site before any job listings are posted. All information required by the final rule pertaining to those listings will be applicable and it will now be the Contractors responsibility to ensure the listing is complete. For Contractors with multiple listings, there is an option to "Mass Up-Load" them on the Jobs 4 TN site as a quicker alternative to listing them individually.

Contractors can also use a third party provider or Labor Exchange partner (Example: Direct Employers Association) to submit job listings. Also, in accordance with guidance, that vendor will have to include the Contractors information on the job listing and will also be responsible to ensure that the orders are compliant with the Final Rule and are being uploaded into <https://www.jobs4tn.gov> by either "Spider Feeds" or some other manner consistent with the States requirements. Additional information may be found in the Attachment A, Federal Contractor Reporting Requirements.

Any questions concerning the process to post job listings can be directed to: Treat.TN@TN.Gov or you can call: 855-747-1719.

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Federal Contractor Reporting Requirements

1. What are the Federal contractor reporting requirements under the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA)?

VEVRAA requires Federal contractors and subcontractors covered by the Act's affirmative action provisions to report annually to the Secretary of Labor the number of employees in their workforces, by job category and hiring location, who are qualified covered veterans (38 U.S.C. 4212(d)). VEVRAA also requires Federal contractors and subcontractors to report the number of new hires during the reporting period who are qualified covered veterans. The Veterans' Employment and Training Service (VETS) has issued regulations found in 41 CFR parts 61-250 and 61-300 to implement the reporting requirements under VEVRAA.

2. Why are there two set of regulations implementing the reporting requirements under VEVRAA?

The Jobs for Veterans Act (JVA) enacted in 2002 amended the reporting requirements under VEVRAA by: (1) raising the dollar amount of the Government contracts and subcontracts that trigger a contractor's obligation to report on their employment of covered veterans; and (2) changing the categories of veterans that Federal contractors and subcontractors are to track and report. Congress made the JVA amendments applicable only to Government contracts and subcontracts entered into on or after December 1, 2003. Some contractors had existing Government contracts and subcontracts that were entered into before December 1, 2003, when VETS promulgated the regulations to implement the JVA amendments. Accordingly, VETS determined that two sets of regulations were needed to implement VEVRAA's reporting requirements.

The regulations in 41 CFR part 61-250 implement the reporting requirements under VEVRAA prior to amendment by the JVA and require Federal contractors and subcontractors to annually submit the Federal Contractor Veterans' Employment Report VETS-100 ("VETS-100 Report").

The regulations in 41 CFR part 61-300 implement the JVA amendments to the reporting requirements under VEVRAA and require the annual submission of the Federal Contractor Veterans' Employment Report VETS-100A ("VETS-100A Report").

3. Which contractors are covered by the VETS-100 reporting requirements as described in the 41 CFR part 61-250 regulations?

The VETS-100 reporting requirements in the part 61-250 regulations generally apply to contractors with an existing Federal contract or subcontract in the amount of \$25,000 or more that was entered into before December 1, 2003.

However, if such a contract was modified on or after December 1, 2003, and was for \$100,000 or more, the contractor would be covered by the requirements in the part 61-300 regulations and would file a VETS-100A report.

4. Which contractors are covered by the VETS-100A reporting requirements as described in the 41 CFR part 61-300 regulations?

Contractors with a Federal contract or subcontract in the amount of \$100,000 or more that was entered into or modified on or after December 1, 2003, are covered by the VETS-100A reporting requirements in the part 61-300 regulations.

5. What is a "Government" or "Federal" contract?"

"Government contract" is defined as any agreement, or modification thereof, between any person and a department, agency, establishment or instrumentality of the United States Government for the purchase, sale, or use of personal services and non-personal services (including construction). The term "Federal contract" is also used in these Frequently Asked Questions, and has the same meaning as "Government contract."

6. Where can I find copies of the regulations implementing the reporting requirements under VEVRAA?

Regulations are available at:

41 CFR part 61-250 –

<http://webapps.dol.gov/FederalRegister/HtmlDisplay.aspx?DocId=21701&Month=11&Year=2008>

41 CFR part 61-300 –

<http://webapps.dol.gov/FederalRegister/HtmlDisplay.aspx?DocId=20747&Month=5&Year=2008>

7. What are the differences between the VETS-100 Report and the VETS-100A Report?

The most significant difference between the VETS-100 and VETS-100A reports is the categories of veterans included on each reports.

The VETS-100 Report reflects the categories of veterans covered under the affirmative action provisions of VEVRAA prior to the JVA amendments. Accordingly, the VETS-100 Report calls for Federal contractors and subcontractors to report the number of employees and new hires during the reporting period who are:

- (1) Special disabled veterans;
- (2) Veterans of the Vietnam era;
- (3) Other protected veterans (veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge is awarded); and
- (4) Recently separated veterans (**veterans within 12 months from discharge or release from active duty**).

The JVA amendments eliminated the coverage category of "Vietnam era veterans" and added the category "Armed Forces service medal veterans." In addition, the JVA amendments expanded the coverage of "recently separated veterans" from one year after discharge or release from active duty to three years. Finally, the JVA amendments expanded the coverage of veterans with disabilities to include all veterans with service connected disabilities.

The VETS-100A Report reflects the categories of veterans covered under the JVA amendments and requires that Federal contractors and subcontractors report the number of employees and new hires during the reporting period belonging to the following categories:

- (1) Disabled veterans;
- (2) Other protected veterans (veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge is awarded);
- (3) Armed Forces service medal veterans (veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985); and
- (4) Recently separated veterans (**veterans within 36 months from discharge or release from active duty**).

The other significant difference between the VETS-100 and VETS-100A Report forms is in the job categories. The job categories on the reports are consistent with the job categories used on the Employer Information Report EEO-1 (EEO-1 Report). The Equal Employment Opportunity Commission (EEOC) revised the EEO-1 Report in 2005, (November 28, 2005, 70 FR 71294), and the revisions included dividing the Officials and Managers category into two subgroups:

Executives/Senior Level Officials and Managers

First/Mid-Level Officials and Managers

The VETS-100A Report adopts the job categories used on the revised EEO-1 Report, while the VETS-100 Report has a single Officials and Managers job category.

8. Which Federal Contractor Veterans' Employment Rreport must I submit in 2013?

You must submit the VETS-100A Report in 2013 if you have:

1. Government contract or subcontract in the amount of \$100,000 or more that was entered into or modified ***on or after December 1, 2003***.
2. You must submit the **VETS-100 Report** if you have an existing Federal contract or subcontract in the amount of \$25,000 or more that was entered into ***before December 1, 2003***
However, you must submit the VETS-100A Report, not the VETS-100 Report, if such a contract or subcontract was modified on or after December 1, 2003, and is in the amount of \$100,000 or more.

NOTE: Few will be required to file a VETS-100 Report in 2013. The Federal Acquisition Regulations generally limit the length of Government contracts to a maximum period of five years. If a contractor is currently performing a contract that was entered into before December 1, 2003, it is likely that the contract has been modified since that date and is for at least \$100,000. If that is the case, the contractor is required to file a VETS-100A Report.

9. What contractors will be required to submit both the VETS-100A Report and the VETS-100 Report?

The contractor that has an existing Government contract or subcontract in the amount of \$25,000 or more that was entered into before December 1, 2003 (and not modified on or after that date) and a Federal contract or subcontract in the amount of \$100,000 or more that was entered into or modified on after December 1, 2003, must submit both the VETS-100A and the VETS-100 Reports. As previously indicated, VETS believes it is unlikely are still subject to the VETS-100 reporting requirement.

10. When are the VETS-100 and VETS-100A Reports due?

The VETS-100 and VETS-100A Reports must be submitted no later than September 30 of each year following a calendar year in which a contractor held a covered Government contract or subcontract.

11. When can I stop filing a VETS-100 report?

A contractor may stop filing the VETS-100 Report when it no longer has a Federal contract or subcontract covered by the VETS-100 reporting requirement.

12. When can I stop filing a VETS 100-A report?

A contractor may stop filing the VETS-100A Report when it no longer has Federal contract or subcontract covered by the VETS-100A reporting requirement.

13. My company has had no covered Federal contracts in the past several years. Why am I continuing to receive VETS-100 reporting requirements mailings?

A company is removed from the Federal contractor database when it has not filed a VETS-100 Report in three years and the Commerce Business Daily (CBD) or the Federal Procurement Data System (FPDS) does not list a Federal contract for the company.

If you receive a request to file the VETS-100 and/or VETS-100A Report(s) and your company has not been awarded a Federal contract or subcontract within the last three years, you may contact the VETS-100 Service Desk and request that your company be removed from the Federal contractor database.

You may contact the VETS-100 Service Desk via telephone at (866) 237-0275 or by sending an email to VETS100-customersupport@dol.gov.

14. What if I don't submit a VETS-100 or VETS-100A Report?

Federal Contracting Officers (CO / KO) are prohibited from expending or obligating funds or entering into a contract with a contractor that was subject to reporting requirements under VEVRAA but did not submit a VETS-100 or VETS-100A Report for the previous fiscal year (31 U.S.C. 1354).

The U.S. Secretary of Labor provides a database available to Federal Contracting Officers (CO / KO) of Federal contractors and subcontractors that filed the previous year's report. Federal Contracting Officers may also contact the VETS-100 Service Desk via telephone at (866) 237-0275 or by sending an email to VETS100-customersupport@dol.gov.

15. How do I obtain the VETS-100 and the VETS-100A Report forms and instructions?

You may download the VETS-100 and the VETS-100A Report from our website at www.dol.gov/vets/vets100filing.htm.

16. Can I file electronically?

Yes, you are encouraged to file electronically. Please visit the VETS-100 website at www.dol.gov/vets/vets100filing.htm to submit the VETS-100 and/or the VETS-100A Report(s) electronically.

Reports for the 2013 reporting cycle may be filed between August 1 and September 30, 2013.

Further information is available by contacting the VETS-100 Service Desk at (866) 237-0275 or by sending an email to VETS100-customersupport@dol.gov.

17. What is the "reporting period" for the purposes of completing the VETS-100 and VETS-100A Reports?

To determine the "reporting period" for the purposes of completing the VETS-100 and VETS-100A Reports, the contractor must first select a date in the current year between July 1 and August 31 that represents the end of a payroll period. The 12-month period preceding the selected payroll period ending date is the 12-month reporting period.

For example, if a Federal contractor or subcontractor selects a pay period that ends on July 20, 2013. The employer's pay period covers a two-week period. The employer counts the new hires during the previous 26 pay periods (52 calendar weeks) and reports the total amount of employees at the end of the July 20, 2013 pay period. The employer reports the maximum and minimum number of employees during the 26 pay periods over the 52 weeks.

A contractor that has approval from the Equal Employment Opportunity Commission to use December 31 as the ending date for the EEO-1 Report may also use December 31 as the ending date for the payroll period selected for the VETS-100 and VETS-100A Reports.

18. What is meant by "new hires?"

A "new hire" is a regular full-time or part-time employee who is hired during the reporting period, which is the 12-month period preceding the ending date of the selected payroll period. When completing the VETS-100 and VETS-100A Reports the contractor is to provide data on the total number of new hires, both veterans and non-veterans, and the number of new hires who belong to the specified categories of veterans.

19. What is meant by "number of employees?"

Generally, the term "employee" for the purposes of the VETS-100 and VETS-100A reporting means any individual on the payroll of an employer who is an employee for the purposes of the employer's withholding of Social Security withholding. The term "employee" does not include persons who are hired on a casual basis for a specified time, or for the duration of a specified job (41 CFR part 61-250.2 (b) (2) and 41 CFR part 61-300.2 (b) (2)). When completing the VETS-100 and VETS-100A Reports the contractor is to provide data for the number of permanent full-time and part-time employees who belong

to the specified categories of veterans along with the total number of employees, both veterans and non-veterans, as of the ending date of the selected payroll period.

20. What is meant by "maximum and minimum" number of employees?

The "maximum" number of employees is the greatest number of employees on board during the 12-month period covered by the report. The "minimum" number is the fewest number of employees on board during the 12-month reporting period.

21. What is a "NAICS" code?

The North American Industry Classification System (NAICS) is the standard used by federal statistical agencies in classifying business establishments for the collection, analysis, and publication of statistical data related to the business economy of the United States. NAICS was developed under the auspices of the Office of Management and Budget (OMB), and adopted in 1997 to replace the old Standard Industrial Classification (SIC) system.

You may access various NAICS reference files and tools at the official U.S. federal website, www.census.gov/eos/www/naics.

The official 2012 U.S. NAICS includes definitions for each industry, background information, tables showing changes between 2007 and 2012, and a comprehensive index. The official 2012 U.S. NAICS Manual is available in print and on CD-ROM from the National Technical Information Service (NTIS) at (800) 553-6847 or (703) 605-6000, or through the NTIS Web site. Previous versions of the NAICS Manual are available.

22. What is the DUNS Number and why is it being requested?

The DUNS Number is a nine-digit business identifier that is assigned and maintained by Dun and Bradstreet. The DUNS Number is the standard for all federal electronic commerce transactions and is used as the contractor identification code for all procurement-related activities. The DUNS Number uniquely identifies a single business entity, while linking the corporate family structure. Employer submission of this number will assist VETS in identifying Federal contractors and subcontractors.

Federal contractors may request a DUNS Number at no cost via the website, fedgov.dnb.com/webform, or by contacting the D&B Federal Customer Response Center: U.S. and U.S Virgin Islands: 1-866-705-5711; Alaska and Puerto Rico: 1-800-234-3867. Additional information about the DUNS number can be found at the following website: www.dnb.com.

23. What is the EIN number and why is it being requested?

The Employer Identification Number (EIN) is assigned by the Internal Revenue Service to all employers. The EIN assists VETS in correctly identifying the contractors that are to be included in our Federal contractors' database and verifying submission of required reports. The EIN also assists VETS in updating and maintaining a current database, including removal of employers who are no longer required to submit the VETS-100 or VETS-100A Report.

24. What is considered a parent company?

The term "parent company" refers to any corporation which owns all or the majority stock of another corporation so that the latter stands in relation to it as a subsidiary.

25. What does "hiring location" mean?

"Hiring location" has the same definition as "establishment," which is defined in the instructions for completing the EEO-1 Report. It means an economic unit which produces goods or services, such as a factory, office, store, or mine. In most instances, the establishment is a single physical location engaged in one, or predominantly one, economic activity (41 CFR part 61-250.2 (b) (1) and 41 CFR part 61-300.2(b) (1)).

Single-establishment employers must file appropriate Veterans' Employment Report(s) (either the VETS-100 Report or VET-100A Report or both). Multi-establishment employers file the appropriate report(s) for the headquarters office and for each hiring location employing 50 or more persons. If the multi-establishment employer has hiring locations employing fewer than 50 persons, the employer may file separate reports for each location or consolidated reports that cover hiring locations within one state.

26. Where can I find information on the wars, campaigns, or expeditions for which a campaign badge has been authorized?

Information on the wars, campaigns, or expeditions for which a campaign badge has been authorized may be found on the following website, www.opm.gov/veterans/html/vgmedal2.htm.

27. Where can I find information on the operations that qualify a veteran for an Armed Forces service medal?

The following website has information about the Armed Forces service medal:
www.fedshirevets.gov/hire/hrp/vetguide/index.aspx.

28. I hired a recently separated veteran with a service connected disability. Must I report this veteran in more than one category?

Yes. A veteran that falls into multiple categories must be counted in each category in the VETS-100 or VETS-100A Report for which the individual veteran meets the defined criteria.

For example, a contractor who employs a recently separated veteran who self-identifies as a veteran with a service connected disability would report the person as "recently separated" and as a "disabled veteran." If the person has a campaign or expeditionary medal he or she would be reported a third time as an "other protected veteran."

29. I have an employee who separated from service on June 10, 2009. She was hired on August 12, 2012. How do I report her veterans' status on the VETS-100A Report that is to be filed by September 30, 2013?

JOB CATEG ORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)				
	DISAB LED VETER	OTHER PROTE CTED	ARME D FORC	RECEN TLY SEPAR	TOTAL EMPLO YEES,	DISAB LED VETER	OTHER PROTE CTED	ARME D FORC	RECEN TLY SEPAR	TOTA L NEW HIRES,

ANS (L)	VETERANS (M)	ES SERVI CE MEDA L VETERANS (N)	ATED VETERANS (O)	BOTH VETERANS AND NON- VETERANS (P)	ANS (Q)	VETERANS (R)	ES SERVI CE MEDA L VETERANS (S)	ATED VETERANS (T)	BOTH VETERANS AND NON- VETERANS (U)
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When filing the 2013 VETS-100A Report, she should be reported as an "employee" in Column (P) and as "new hire" in Column (U). She should not be reported as a "recently separate veteran" because she had been out of the service for more than three years when hired. Under VEVRAA, "recently separated veteran" means a veteran released from active duty in the U.S. military, ground, naval, or air service within the past 3 years.

30. A veteran who separated from service on June 10, 2010 was hired on October 1, 2012. How do I report his veterans' status on the VETS-100A Report in 2013?

JOB CATEG ORIES	NUMBER OF EMPLOYEES					NEW HIRES (PREVIOUS 12 MONTHS)				
	DISAB LED VETERANS (L)	OTHER PROTE CTED VETERANS (M)	ARME D FORC ES SERVI CE MEDA L VETERANS (N)	RECEN TLY SEPAR ATED VETERANS (O)	TOTAL EMPLO YEEES, BOTH VETERANS AND NON- VETERANS (P)	DISAB LED VETERANS (Q)	OTHER PROTE CTED VETERANS (R)	ARME D FORC ES SERVI CE MEDA L VETERANS (S)	RECEN TLY SEPAR ATED VETERANS (T)	TOTA L NEW HIRES, BOTH VETERANS AND NON- VETERANS (U)

When filing the 2013 VETS-100A Report, he should be reported as a "Recently Separated Veteran" in Column (O). The contractor hired the veteran within three years of his release from active duty. The veteran should also be counted as a "new hire" in Column (U).

31. Am I required to ask new employees about their past military service or veterans' status?

Yes. Under the regulations implementing the affirmative action provisions of VEVRAA issued by the Office of Federal Contract Compliance Programs (OFCCP), a Federal contractor is required to invite applicants to inform the contractor whether he or she is a veteran belonging to one or more of the categories of veterans covered under VEVRAA who wishes to benefit under the contractor's affirmative action program (AAP) for covered veterans. Except in limited circumstances, the contractor is to extend the invitation to self-identify as a special disabled veteran or a disabled veteran only after an employment offer has been made and before the applicant begins work. The contractor may invite applicants to self-identify as a veteran belonging to any of the other categories of covered veterans at any time before the applicant begins his or her employment duties. Contractors are to inform applicants that the information is requested on a voluntarily basis and that the request to benefit under the contractor's AAP may be made immediately and/or at any time in the future.

For further explanation of the invitation to self-identify requirements, see 41 CFR 60-250.42 and 60-300.42.

32. May I ask my current employees if they belong to one of the veteran categories on the new VETS-100A Report?

Contractors and subcontractors are not required to survey their workforces to solicit information about veterans' status for the purpose of completing the VETS-100 or VETS-100A Report. However, a contractor is permitted to solicit information about veterans' status in any lawful manner.

For example, if the contractor periodically surveys its employees for the purpose of updating personnel records, the contractor could ask the employees to provide information regarding their veterans' status at that time.

33. My company currently employs no covered veterans and I have hired no new employees during the reporting period. How do I complete the VETS-100A Report?

A Federal contractor still needs to file VETS-100 or VETS-100A report. Fill in the period covered, enter zeros in the columns, and return the form to the address indicated.

34. We are a small bank. Are we required to file this report?

A bank is covered under VEVRAA if it has a single contract that meets the \$100,000 threshold amount for coverage. Federal contracts held by banks and other financial institutions include, but are not limited to, agreements to serve as fund depository and agreements for federal share and deposit insurance.

35. If a state agency is not involved in a Federal contract or subcontract, should the agency complete a VETS-100 or VETS-100A Report?

No. The reporting requirements under VEVRAA apply only to Federal contractors that are subject to the affirmative action provisions of VEVRAA. The reporting requirements do not apply to an agency or subdivision of a State or local government that does not participate in work on or under a Federal contract or subcontract.

Affirmative Action Obligations

36. What are the Federal Contractor Job Listing (FCJL) requirements?

The affirmative action provisions of VEVRAA require covered contractors and subcontractors to take affirmative action to employ and advance in employment, qualified covered veterans 38 U.S.C. 4212(a). To implement the affirmative action requirement, VEVRAA and OFCCP's implementing regulations require contractors and subcontractors to list most employment openings with an appropriate employment service delivery system. Each such employment service delivery system is to provide protected veterans priority referrals to such openings. Positions that will be filled from within the contractor's organization and positions lasting three days or less are exempt from this mandatory job-listing requirement. Listing employment openings with the State workforce agency job bank or with the local employment service delivery system where the opening occurs will satisfy the requirement to list jobs with the local employment service delivery system.

The U.S. DOL Office of Federal Contract Compliance Programs (OFCCP) OFCCP is responsible for ensuring compliance with requirement in VEVRAA that contractors list their employment openings with the appropriate employment service delivery system.

For additional information regarding compliance with the job listing requirement is available on the OFCCP website in the form of FAQs <http://www.dol.gov/ofccp/regs/compliance/faqs/jvafaqs.htm>

37. What happens if I don't comply with the FCJL listing requirements?

OFCCP enforces VEVRAA and its implementing regulations mainly through compliance evaluations and on-site visits, but also, at times, through complaint investigations. If a compliance evaluation or complaint investigation discloses evidence of a violation of VEVRAA and its implementing regulations, including a violation of the job listing requirements, the regulations require OFCCP to attempt conciliation with the contractor and to negotiate a conciliation agreement. Where voluntary compliance cannot be achieved, OFCCP may refer the matter to the Solicitor of Labor to institute formal, administrative enforcement proceedings, or refer the case to the Attorney General for the appropriate litigation. A contractor in violation of VEVRAA and its implementing regulations may have its contracts canceled, terminated, or suspended in whole or in part, and the contractor may be debarred, i.e., declared ineligible for future federal contracts.

38. Must I develop an affirmative action program?

Under OFCCP's regulations implementing the affirmative action provisions of VEVRAA each contractor or subcontractor that has, (1) 50 or more employees, and (2) a Federal contract or subcontract of \$100,000 or more, must prepare, implement, and maintain a written AAP for each of its establishments. 41 CFR 60-300.40.

Additional information regarding the AAP requirement is also available on the Office of Federal Contract Compliance Programs' (OFCCP) website:
www.dol.gov/ofccp/regs/compliance/faqs/jvafaqs.htm

39. As a Federal contractor, what is my responsibility towards my subcontractors?

OFCCP's regulations implementing the affirmative action provisions of VEVRAA require contractors to include the clause in any subcontract or purchase order of \$100,000 or more. 41 CFR 60-300.5(b).